

Wyoming Worksite Wellness' ABC's for building a wellness program

Achieving administrative wellness support

Building a dedicated wellness team

Collecting appropriate wellness data

Developing a worksite wellness program plan

Executing wellness interventions

Forming a supportive wellness culture

Generating the correct wellness outcomes evaluations

Achieving administrative wellness support

Depending on your organization, this component may require a multi-level approach. There are, however, common approaches to all organizations that will direct you as you use this tool kit to support your effort in achieving administrative wellness support. Employers in Wyoming should understand the following:

"Having information relevant to your organization in terms of an identifiable problem, the benefits of addressing the problem and the appropriate solution will ultimately determine the success or failure of your efforts to convince senior level management that you know what you are talking about."

Wyoming Worksite Wellness, 2008

- The direct and indirect costs that an unhealthy workforce places on your organization.
- It is possible to help members of a workforce shift from a high-risk health category to a lower-risk health category by participating in a worksite wellness program.
- A worksite wellness program is a long-term evaluate able commitment that has the potential of reducing health related expenditures; i.e. health insurance premiums, fewer sick days taken, etc.
- Worksite wellness does not have to be expensive and may provide a proportional return on investment on many levels.
- The workforce spends 36% or more of the day at work. Teaching, encouraging, and supporting preventive health behaviors may help ensure a healthy, productive, workforce.

Learning Objectives:

By the end of this section you should be able to apply the necessary skills and knowledge gained in this section; along with the knowledge and skills gained in other sections of this toolkit to:

Achieve Administrative Wellness Support

This is one of the most difficult sections to single out and apply a specific set of learning objectives. Achieving the support of administration and management is an ongoing process and may depend on you being able to effectively present the information and data that you will gather. Also, being able to effectively present your argument for a wellness program is fundamental in answering the questions that the administration and management may ask. In order to help you prepare your presentation to gain administrative wellness support for a wellness program you will need to know:

1. The leadership styles, pressures, strengths and weaknesses of your administrative executives?
2. The organization's short and long-term goals?
3. The benefits that can be expected from your wellness initiative and what's the potential value of health promotion to the organization?
4. The cost of the wellness program in terms of staff time and money?
5. How you will promote the program?
6. How you will evaluate the program to demonstrate effectiveness?
7. How you will be working with the company health insurance provider to support your wellness program?
8. The current trend in absenteeism and how a wellness program can help?
9. The company's current health costs and how a wellness program can help?

There are no standard answers to these questions as each organization is different. However, you will find that by working with your human resources department you will be able to answer most of these questions

Achieving Administrative Wellness Support Continued

The suggestions that follow will help you shape your presentation as an effective tool in supporting your argument. Ultimately, you will find it necessary to develop a relationship with the administration of your organization to foster total buy in.

Provide a strong “argument” for your wellness program.

Productivity Losses = Presenteeism + Absenteeism

- unable to concentrate
- poor quality of interpersonal communication
- need to repeat a job
- work more slowly

Value of Lost Productivity = 2 X Annual Health Care Costs

Re-iterate the “Bottom Line”:

Unhealthy behaviors → health risks → chronic disease → health care costs

- It is essential to combat this increase through cultural & behavioral change

Back up the benefits of wellness programs by using recent statistics:

Sources of statistics may include the:

- Bureau of Labor Statistics
- Centers for Disease Control and Prevention (CDC) – Obesity and Diabetes
- Annals of Internal Medicine. 2003; 138:24-32 – Excess Body Wt/Lifespan Reduction
- Journal of the American Medical Association (JAMA) 2003; 290:1884-1890 – Diabetes/Lifespan Reduction
- Impact of Ill Health: *Business Value of Health, Linking CFOs to Health and Productivity*, Integrated Benefits Institute Research, 2008
- Wyoming Behavioral Risk Factor Surveillance System (BRFSS)

Utilize a ROI (Return on Investment) Calculator: To provide estimates of a Low-middle-or-high impact program on company financial status: www.wellsteps.com (free access to calculator)

Useful Resource: Healthy Workforce 2010: An Essential Health Promotion Sourcebook for Employers, Large and Small

http://www.prevent.org/images/stories/Files/publications/Healthy_Workforce_2010.pdf

